

Officers' Call



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Opportunities Increased for URL Officers

by Dean Persons, CNET Public Affairs

Unrestricted Line (URL) officers transferring to (or currently on) shore duty, with sufficient time ashore to complete a graduate degree program, now have an increased opportunity to obtain fully-funded graduate education during off-duty hours.

Under the Graduate Education Voucher (GEV) program, eligibility is open to active duty URL officers at the paygrades O-3 through O-5 who demonstrate superior performance and upward career mobility. Officers must be from the 111X, 112X, 113X, 114X and 13XX communities, not to include Training and Administration of

Reservists (TAR) officers.

GEV will cover 100 percent of a selected officer's graduate education cost (tuition, books and registration/application fees) up to a maximum of \$20,000 per year for up to 24 months from the time of enrollment, not to exceed \$40,000 for the entire program.

For FY03, there are 140 quotas available, apportioned as follows:

- 47 – Surface Warfare Officers
- 40 – Submarine Officers
- 47 – Aviation Officers

6 – SPECWAR/SPECOPS Officers

Officers interested in the GEV program during FY03 should submit a written request to their detailee with sufficient time for the detailers to process the application prior to registration requirements. For more information on GEV visit their Web site at www.nps.navy.mil/gev, or see NAVADMIN 385/02.

For related news, visit the Chief of Naval Education and Training Navy NewsStand page at www.news.navy.mil/local/cnet.

JSO Designation

Congratulations to those who were selected for JSO designation in November. JSO designation is becoming ever more critical as evidenced in the current NDAA requiring JSO designation prior to Flag selection beginning FY07. As of December 2001, officers qualifying for JSO are automatically screened based on completion of Full JPME and a qualifying Joint Tour. We anticipate screening qualified officers every quarter beginning January 2003 with designations being promulgated via NAVADMIN. Detailers are in tune with the JSO for Flag requirement, and will consider joint requirements in your career progression, however, please help yourself by considering non-resident JPME I options early in your career to alleviate the timing dilemma of resident options.

JPME Phase II

You have completed your Phase I Joint Professional Military Education (JPME), so what is the next step towards completing all of your JPME? Completing JPME Phase II at the Joint Forces Staff College (JFSC). This is also the next step toward a Joint Specialty Officer (JSO) nomination. JPME Phase II is taught three times a year at JFSC in Norfolk, Virginia, with a focus on joint and combined operations. JPME Phase II credit and the JS8 AQD are awarded upon completion of the Joint and Combined Staff Officer course or the Joint and Combined Warfighting course (graduates of the Senior course at a service War College). Both courses are 12 weeks long and prepare you for joint staff duty.

JFSC is offered in-residence only, but you can attend the school either en route to your next command (joint or non-joint) or TAD and return to your present command. Either way, the travel and lodging expenses are paid for by BUPERS. If you have already completed JPME Phase I, are scheduled to roll soon, and need to complete JPME Phase II, talk to your detailer about going to JFSC en route to your next duty station. If you are already in a joint command or non-joint command, call LT Oudrey Hervey, our new JFSC Placement Officer, at DSN 882-4218 or commercial (901) 874-4218, for information and quota availability. Quotas are filled on a priority basis with the highest priority going to officers PCS en route to a joint command and the lowest priority going to officers

TAD and return from a non-joint command. The FY-03 classes begin on January 6, April 7 and July 7 and run for 12 weeks. You can learn more about JFSC on the PERS-45J web page (www.persnet.navy.mil/pers45j) or the JFSC home page (www.jfsc.ndu.edu).

Joint Credit for Duty at JTF Headquarters

The 2002 National Defense Authorization Act approved nine specific joint task force operations for retroactive cumulative (partial) joint credit.

OPERATION

Operation Northern Watch
Operation Southern Watch
Operation Able Sentry
Operation Joint Endeavor
Operation Joint Guard
Operation Desert Thunder

DATE OF OPERATION

Aug. 1, 1992 - TBD
Aug. 27, 1992 - TBD
June 26, 1993 - Feb. 28, 1999
Dec. 25, 1995 - Dec. 19, 1996
Dec. 20, 1996 - June 20, 1998
Jan. 24, 1998 - Dec. 15, 1998
Operation Joint Forge June 20, 1998 - June 10, 1999
Operation Noble Anvil Mar. 24, 1999 - July 20, 1999
Operation Joint Guardian June 11, 1999 - TBD



Officers serving in or who have served in qualifying temporary **JTF Headquarters** (not subordinate command) assignments can receive cumulative joint duty assignment (JDA) credit. Cumulative JDA does not satisfy the requirements for eligibility for promotion to O-7, selection as a joint specialty officer, or inclusion in service joint promotion reports. Eligibility requirements are as follows:

- Active Duty List (reserve component and professional specialties are excluded)
- O-3 or above who served in an O-4 or above billet
- Served a minimum of

90 consecutive days **on the JTF HQ staff (not a subordinate organization or service component) in an approved operation.**

A web page has been set up that allows officers to check eligibility and complete application for JTF credit at www.dmdc.osd.mil/jtf/owa/jtf_main.home. Officers may use the on-line application and submit documentation to this office.

Captain's Corner

The holiday season is now behind us and along with it two highly successful administrative selection boards. We've recently completed the Major Command and Commander Command selection boards, and I want to congratulate all those officers who were selected. It is a true testament of your outstanding performance over an extended period of time, and each of you should be proud of your accomplishments.

For those of you selected for major command, my primary assistant (p41a@persnet.navy.mil) is standing by to assist you in any way possible in your detail to major command. For those of you not selected, I'm standing by to assist you in making your next career decision. There are many billets available that will strengthen your already superior record and make it stand out at the next selection board.

For those selected for Commander Command, my PER 410 team is standing by to answer any questions you may have regarding operational detailing and the command slating process. You may contact them at p410a@persnet.navy.mil or p410b@persnet.navy.mil. We are currently slating four times per year with an average of 15-20 ships per slate. You can expect to arrive in command 12-15 months after you are slated. Until then, keep up the great work.

Although not yet written as I write this article, be on the lookout for our selection board lessons learned message (if it's not out already). It outlines those things in an officer's record that stand out (both good and bad) at the selection boards. Use this message as a starting point when deciding what type of billet you want to pursue and also when you're counseling your junior officers in regard to career decisions. But always remember that one thing hasn't changed in all these years - sustained superior performance at sea is still the number one indicator in any officer service record.

I want to take a moment and update you on the progress we've made in regard to the Surface Warfare Officer Critical Skills pay program. In the first three months, we've received over 300 applications. Due to eligibility requirements, most of these applications have been for the single year option. The first officers eligible for the multi-year SWOCS option are just now coming into

the eligibility window, and we expect a majority of the applications submitted to be for this option. The SWOCS pay is a great news story for all SWOs as it recognizes the skill sets all O-4's bring to the table, and how important SWOs are to the success of our Navy.

Until I see you on the waterfront, sail safe.

Surface CDR PERS 410

Now that the smoke has cleared from the Commander Command Screening board and the holidays are over, I wanted to share some insights with you on the process of preparing for the board from the PERS-410 shop.

We start putting the Commander Command board together in September. The first step is defining all of the eligibles and scrubbing the list for those officers retiring or resigning prior to the board. We provide this list to PERS-3, who then creates the board records. The board record is an electronic copy of your permanent record, pulled out for use by the Commander Command board.

Working closely with our community leadership, we start identifying the board membership and checking schedules to ensure they can attend. We identify one PXO with time in his pipeline to come out to Millington in October to spearhead our "data gatherers," and then provide him some JO's (LIMDU, delayed in pipeline, etc.) to gather the contact data, call for missing fitreps, and generally support board administrative preparations.

Each officer's record gets at least three reviews. Late in October all of the SWO records are distributed throughout PERS-41 and reviewed. This initial scrub generates an error list that is posted on our website and then passed over to the data gatherers to pursue the missing documents. In mid-November, the records are reviewed a second time, again by PERS-41, and this time the scrub focuses on command quals and the last five years of fitreps. Often during the second review, missing documents previously identified have been scanned into the board correspondence file, and the reviewer must then manually enter the qualification or fitrep grades onto the OSR/PSR. One week before the board convenes, the Assistant Recorders (AR's) report. They are assigned records and conduct another complete record review, updating the data as it

comes in.

The data gatherers continue to gather missing documents throughout each of the reviews and compile a contact list. They provide all of the documents to PERS-3 for scanning into the board record. The contact list provides us a communications path to call an officer for a missing fitrep or qualification up to the very last minute. We will continue to enter data and pursue missing reports up until the record is actually briefed.

Often officers we contact express frustration at submitting the same documents for multiple boards. Simply put, everything we gather for the Commander Command board updates your board - vice permanent - record. When the board reports out, those records are destroyed and the data you send in many cases is lost. In order to update your permanent record, the documentation must be sent/faxed to the following address/number:

Navy Personnel Command
PERS 312
5720 Integrity Drive
Millington, TN 38055-3120
Fax: (901) 874-2851 DSN: 882-2851

If you have questions regarding updating your permanent record we are standing by to assist. Or you can call the Officers Records Branch at:

(901) 874-3350 DSN: 882-3350.

I hope this provides some additional insight into the mechanics of the board. We spend a great deal of time and effort to present the most accurate and up-to-date record possible to the board.

Surface LCDR PERS 411

By the time you read this article, the board season will be in full swing. The Lieutenant Commander CO/XO screening board is scheduled for 14-18 April 2003. The PERS-411 team is already well into preparations and has established an information link on our website. PERS-41 personnel have been reviewing officer records for fitness report continuity and basic documents. A list of board eligible officers and record discrepancies will be published on our website in February 2003. If you have not already done so, go to the Stay Navy website (www.staynavy.navy.mil) and review your OSR/PSR. Also, order your microfiche to ensure that everything is readable and correct. Items you should verify include a photo

at your current rank, all fitness reports, awards, and qualifications. Remember that your record is your responsibility, but we are standing by to assist you to ensure that it is complete and accurate.

Officers who desire an additional look must submit a letter to the board president via PERS-41. Additional look letters may be submitted by officers who were not screened for XO during their normal three looks and by officers requesting a "list shift" who were screened to slate in non-traditional XO billets on their third look. In the letter, you need to fully explain how you were uniquely disadvantaged during previous selection boards. If you are considering an additional look, please contact us so we can discuss the specifics of how to submit your request.

SWO Critical Skills pay continues to move ahead. This is a great program, and we hope that all eligible officers apply. PERS-411 is processing requests as we receive them. You can go to our website to find the NAVADMIN detailing application procedures as well as POC information. This site also lists the requests received and approved. If you have questions, contact us at any time.

Surface Junior Officer PERS 412

SWOSDOC: As you should be aware, SWOSDOC has undergone a significant change. New accession officers are now going straight from their post-graduation leave to their ships and will use a training program being delivered by CNET to ships on CD-ROM to complete the core SWO PQS requirements, formerly taught in Newport, in the best classroom available – a ship. Additionally, any Billet Specialty Training (BST) required for their assigned job will be attended in their homeport, if available there, when their ship deems it appropriate. Some officers will receive required BST enroute to their new commands if the courses are not available in their homeports. Once they complete the training curriculum, earn their OOD(U/W) qualification, and are recommended by their CO, they will go to Newport for Tailored SWOSDOC. This will be an intense three weeks of focused discussions and training in warfare areas with a lot of time in new shiphandling simulators to improve on their skills as surface ship drivers.

With this change in SWOSDOC, we are looking for highly motivated and dynamic officers to be facilitators and leaders of the new SWOSDOC. For specifics, contact your detailer.

GEV: The Graduate Education Voucher (GEV) program has been highly successful in allowing officers on shore duty to complete their Masters' degree while filling critical jobs. As in FY02, the surface community was granted 47 GEV quotas in FY03. With this number of quotas, the priority in assignment will be to officers selected for the SWO MBA program and those serving in 18/12 billets at the ATGs, ATRC, and SWOS. We will continue to accept all applications, but the opportunity to use GEV will be limited outside of the 18/12 program.

Shore "slating" process: Every month, we solicit preferences from those officers rolling to shore duty nine-months out. The current rollers list and list of billets available is listed on our web page at www.persnet.navy.mil/pers41/412. Here is a summary of the process used to assign shore billets:

- The detailers receive inputs from each officer being detailed. We normally ask for five preferences.

- Each officer is listed on an internal spreadsheet next to the billet that they desire.
- At the end-of-the-month, for those billets that have more than one officer desiring it, we hold a mini-selection board within PERS 41. At-sea performance and qualifications are the main focus when comparing records.
- For those that do not get their number one preference, we look at the alternative preferences and compete them as necessary for those.

The process for shore slating is the same for all billets, whether they are the highly competitive USNA, Detailer, NROTC instructor, or any of the other shore billets. ALL billets posted to the 412 shop by the placement officers for fill are listed on our web page. Contact your detailer for any questions regarding the process.

Qualifications: Officers should contact their detailers when they receive OOD(U/W), SWO, EOOW, or TAO quals. These quals play an important role in tracking an officer's professional development and determining his or her next assignment.

Communication: Our best advice when negotiating orders is for all officers to keep in contact with their detailer. General detailing information is available on our website (please let us know if you looked for something but didn't find it) and e-mails/phone calls are a great way to answer specific detailing questions. Additionally, when we visit your homeport you should make every effort to visit with your detailer because there's nothing like meeting and talking with your detailer face-to-face.

Surface Placement PERS 413

Greetings from Surface Placement, located in beautiful Millington, Tennessee. Surface Placement represents the ship and is your executive agent for officer manning issues. Our main function is to ensure full officer manning on your ship or staff. There is a placement officer for CRUDESANT, CRUESPAC, AMPHIB, MCM, CLF, and afloat and ashore staffs.

Early and frequent communication between the XO (or flag sec) and the placement officer is vital. Whether you choose to communicate via LORTARP (which we recommend every three to five months), telephone, or e-mail, our understanding of your internal assignments and officer rotation plans makes a tremendous difference in our ability to support you and get trained officers to your ship on time. We work closely with you and the detailer to make sure the needs of the Navy, your ship, and the officer are met.

Another aspect of the placement job is the building of training tracks in the orders for your incoming officers to ensure they are set-up for success, and that the ship receives officers with the training to fulfill your officer rotation plan. Your preference and inputs for training tracks - particularly in the case of incoming ensigns - are essential. Though the Billet Specialty Training (BST) process will change in December, SWOSDOC classes 151 and 152 will still require a BST input from you. Just send an e-mail to us requesting the specific training you desire. If you want to verify prospective gains, give us a call or drop us an e-mail.

Division Officer Sequencing Plan (DOSP). DOSP is a tremendous opportunity for a young officer and your ship. Our website fully explains the three options and the paperwork that goes with

the process. Letting us know early that you want an officer to fleet-up ensures we don't advertise that billet to the fleet, making for smoother detailing.

The bottom-line is Placement exists for one reason - to help you improve your combat readiness in the manning arena. Early and aggressive contact are the keys to success. Don't wait for a LORTARP to discuss "hot" issues or emergent manning problems. We are standing by to assist in any way.

S u r f a c e Nuclear PERS 41N

As I write this *Link-Perspective* article, we are in the middle of two of our most important SWO screening boards. The Major Command board is now in the rear view mirror, and the Commander Command board is only two weeks down the road. The SWO Major Command board was highly successful as four of our ROs were screened. This solidly reinforces our belief that the Reactor Officer tour is the "eye of the needle" for upwardly mobile SWO(N)s enroute to Major Command and beyond.

If you have been able to plug in to our weekly email, you are aware we have started a SWO(N) contact database, to include each officer's home or work address, phone number, and a home and work email address. This information will be very helpful in our effort to continue to improve our service to all of you in the fleet. As you change duty stations, please make sure you shoot an email to p412n@persnet.navy.mil with the updated contact information!

Finally, we must bid farewell to CAPT Cullom as he starts his PCO pipeline. CAPT Cullom has provided some terrific community guidance over the last 18 months and will be greatly missed. His relief is fresh from a very successful CO tour and a year as a Congressional Fellow, working for Senator Ted Kennedy. Welcome aboard!

Surface LDO / CWO PERS 414

Congratulations to CAPT Don Price and CAPT(sel) Jim Thompson for screening for Major Command Ashore. This is the ultimate milestone for an LDO.

We have recently swapped 11 LCDR and four CDR Afloat billets for 15 shore billets with the 1600 community. Many of you are concerned the opportunity for challenging

afloat billets as a LCDR/CDR will be diminished. Not so, those who desire to serve in CV/N CISO, CSMO, and CSO billets will still have the opportunity to do so. We in turn received challenging shore billets including CO NCTAMS JAX and many other career-enhancing assignments.

The Board season is upon us. The fol-



lowing boards will be held during the next quarter:

- Captain Line Active 13 Jan 03
- LDO/CWO Procurement 13 Jan 03
- Commander Line Active 19 Feb 03
- Lieutenant Commander Line Active 31 Mar 03

Recommend you verify that your OSR/PSR are up-to-date and correct. These are the primary documents reviewed during the promotion process. The detailers can update your qualifications (EOOW, OOD U/W, SWO, TAO, etc.). It is also important to have an in-grade photo.

Best of luck to all those up for promotion. I look forward to seeing your name on the selection lists.

I'd like to take this opportunity to thank all those LDO/CWOs who are out there making a positive difference.

ADMIN Corner

Overseas Duty: We have some great overseas assignments that are very career enhancing and offer a great opportunity for you and your family to experience different cultures. There are relatively few of these types of assignments overseas and back-to-back overseas assignments are not normally possible. If you are in one of these assignments, be prepared to move at your PRD so one of your shipmates can have the opportunity to serve in one of these great assignments.

Flexibility: The negotiating process be-

tween the detailer and the constituent is done approximately 12 months out from your PRD. It is great for you and your family to know this far out where you will be going next. On that note though, because we detail so far out, there are times that we may have to renegotiate because the billet is no longer available, the command doesn't want it filled, or a situation has risen and the person there can't move because of an EFM or HUMS issue. If this situation happens, you will be contacted and will have to pick another assignment. It is not the ideal situation, but it does happen.

Deck Operations Ordnance Security Corner

We are rapidly approaching selection board season again. Do your part by reviewing your record for the most current FITREP, correctness of awards, and photo in current grade. Good luck to all candidates.

The selection list of our new LDOs/CWOs should be out shortly after this publication. Congratulations to all selected. To all of you "old salts" out there, work on getting the word out and soliciting those that are qualified to apply for the program. It is never too early to start identifying and grooming your relief.

Surface Engineering/Repair Corner

This is the season to be jolly! The AUS-TIN class LPD Chief Engineer jobs were added to the spot promote list 08 November 02. If you are serving in one of these positions or are going to one of these billets, you need to send your command-endorsed spot promote letter to me as soon as possible. The next Spot Promote Board convenes 27 Feb 03. Minimum requirements are two years TIG as a LT, qualified as Surface Warfare Officer, and screened for Department Head.

Electronics / Communications / ADP Corner

During my past 18-months here at BUPERS, I have continued to analyze selection board results to determine why some

officers are promoted and others do not fare quite as well at promotion boards. The common thread among the successful officers is breaking out in your competitive category, taking your fair share of USS sea billets, and completing your OOD/SWO qualifications. As LDOs/CWOs we are already in a small group of highly competitive officers, so having to pick and chose from this group is not an easy task. Other factors that play a part is your willingness to go overseas or to take the right job for your career even if it is not in your current geo-location. This is the difference in the Navy being just a job or being your career. As you continue to move up in rank the competition continues to get tougher. With this in mind, you should continue to seek challenges that will foster your growth and maintain a record of sustained superior performance.

As I move on, I would like to thank all of you that continue to take the hard jobs out there and lead today's young Sailors; your efforts are greatly appreciated. I would also like to introduce my relief. She comes to BUPERS with a wide variety of experiences and a superb record and is a welcome addition to the Surface LDO/CWO Detailing Shop.

Special Warfare PERS 415

FY04 selection boards began in late September, with Transfer-Redesignation and Surface Major Command boards meeting now. Paramount to all selection boards are the records of those up for consideration, and the accuracy and completeness of the records. A pre-selection board record review by NPC provides a screen for FITREP continuity and completeness of career information. The results of this review are now available on a web page: www.bupers.navy.mil/pers32/discrep/board_name_req.asp. The intent is to provide all eligible personnel the opportunity to personally verify the accuracy of their record and give them a timely opportunity to forward missing material. On an average, these record review discrepancies will be posted 45 days before a board is scheduled to convene. NAVADMIN 370/02 applies.

NAVADMIN 369/02 announced a revision to classification of race data and asks naval personnel to review their race codes to ensure their preferences are accurately reflected. After Monday, 6 Jan 2003, personnel are asked to log on to Bupers Online (www.bol.navy.mil), review your individual race and ethnicity codes on file with the Navy, and make corrections if necessary.

Hard-fill billets: The following are current NSW hard fill billets. **We're looking for volunteers so if you are up for orders and interested,** please respond via email or call the detailee. **Billets listed are immediate fills.**

1) NSWU-1	Staff Operations and Plans	LT
2) NSWU-4	Staff Operations and Plans	LT
3) SBU-22	Operations Officer	LT
4) NSWGRU TWO	Staff Operations and Plans (3 vacancies) LT and LCDRs	
5) CNSWC, Washington DC	PMS-395 w/ additional duty to NAVSEA LT or LCDR with SDV experience	
6) USNA, Annapolis, MD	Company Officer	LT
7) Command and Staff College, Quantico, VA		LCDR

715X hard-fill list follows in priority order:

- 1) SEAL Team Seven
- 2) SEAL Team One
- 3) SEAL Team Three
- 4) NAVSPEC Unit Four
- 5) SBU 20 Det Carib (SEA)
- 6) NSWG-1 Training Detachment

Special Operations PERS 416

Board Results! Congratulations to each of our Major Command Selectees. Two exceptional candidates were screened for Special Operations Major Command. Additionally, one of our officers was selected for Acquisition Professional Major Command.

Fair Winds and Following Seas. CDR Ted Lucas leaves NPC enroute to take command of Explosive Ordnance Disposal Mobile Unit FOUR, in Bahrain, to be commissioned in the spring of this year. He has performed flawlessly, executing a challenging and successful realignment following the September 2000 SWCC decision to focus our officers in core war fighting specialties of EOD and Underwater Mine Countermeasures. Good luck during your Commanding Officer tour.

Billet Assignments. The triad of detailing has always been (1) needs of the Navy, (2) needs of the individual, and (3) desires of the individual. Every attempt is made to satisfy all three with every assignment. The following list of billets are ones that are either gapped or have no relief identified. Multi-person "daisy chains" are normally required to satisfy these and other billet fill requirements. Keep your duty preference cards up-to-date as it is my first indication as to your follow-on desires. Also, early personal liaison (9-12 months away from PRD) will help keep me up-to-date in regard to any changes in your needs or desires.

Assignment Opportunities:

Command	Rank	Desig	Billet	Fill Date
ONI	LCDR	1140	OPINTEL	ASAP
DTRA	LCDR	1140	Program Manager	0303
CNSWC	CDR	1140	WEP GEN/EOD	0303
OSD	CDR	1140	Dep Dir Program	0309
EODGRU 1	LT	6480	Staff MTL/EO	0309
CMWC	LT	1140	Staff Red/Gen	0307
COMEODGRU 2	LCDR	6480	EOD/Staff MTL	0310
NAVMARANASSUPPAC	CDR	1140	XO	0310
MCMRON 2	LT	1140	Staff EOD	0310
MCMRON 2	LT	1140	Staff EOD	0311
NSCOLEOD	LT	6480	EOD/CISO	0311
EODMU 2	CWO2	7480	OIC	0311

You cannot over-communicate! I look forward to the challenge of this assignment. Keep me up to date on your career goals and command requirements. I can be reached at DSN 882—3911; commercial (901) 874-3911; FAX (901) 874-2759 (ATTN: P416).

Surface Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Surface Junior Officer Shore Coordinator (p412A):

For commercial phone numbers use: (901) 874-XXXX (DSN 882-XXXX)
(703) 614-XXXX (DSN 224-XXXX)
(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p412A@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)
(202) 433-XXXX (DSN 288-XXXX)
(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
	PERS-41 Toll Free Number (1-877-673-6772)	882-6772
p41	Director/CAPT Assignment	882-3927
p41B	Deputy Director	882-3927
p41A	Assistant, CAPT Assignment	882-3927
p41N/424	Assistant, Nuclear Assignment	882-3940
p41M	Community Management Analyst	882-4939
p41M1	Assistant, Community Management Analyst	882-4939
p410	Head, CDR/LCDR Assignment	882-3900
p410A	Assistant, CDR Assignment	882-3900
p410B	Assistant, CDR Assignment	882-3900
p411	Head, Post DH Assignment	882-3888
p411A	Post DH Assignment (A-K)	882-3888
p411B	Post DH Assignment (L-Z)	882-3888
p412	Head, Junior Officer Assignment	882-3894
p412M	Department Head Assignments	882-3894
p412A	Junior Officer Shore Coordinator	882-3894
p412S	Junior Officer Sea Coordinator	882-3894
p412N	Surface Nuclear Assignments	882-3984
p412C	Division Officer Assignments (A-D)	882-3894
p412H	Division Officer Assignments (E-J)	882-3894
p412K	Division Officer Assignments (K-N)	882-3894
p412J	Division Officer Assignments (O-S)	882-3894
p412F	Division Officer Assignments (T-Z)	882-3894
p413	Head, Surface Ship Placement Branch Head	882-3897
p413A	LANT CRUDES Ships and Staffs	882-3917
p413B	PAC CRUDES Ships and Staffs	882-3901
p413E	CLF/PC/USNS/Trng/MW	882-3921
p413F	Amphibious Ships and Staffs	882-3923
p414	Head, Surface LDO/CWO Assignment/Administration	882-3885
p414B	Deck/Ops/Ord/Sec	882-3906
p414C	Engineering/Repair	882-3887
p414D	Elex/Communications/ADP	882-3907
p414A	Admin and Bandmasters	882-2329
p415	Head, Special Warfare Assignment/Placement	882-3924
p416	Head, Special Operations Assignment/Placement	882-3911



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Captain's Corner

Changes to Submarine CO/XO Screening Boards

In September 2002 changes were enacted to the Submarine CO/XO Screening Boards that will be applied commencing with the FY04 CO/XO Screening Board in May 2003. CO screening will shift one year to the right from the current 13-15 YCS to 14-16 YCS and the screening percentages will shift from 20/30/50 percent for 1st/2nd/3rd looks to 30/50/20. XO screening will remain at 9-11 YCS; however, the screening percentages will shift from 20/30/50 to 10/30/60. These changes were approved to provide screening boards with more documented "at sea" performance upon which to base their selections. The tables below summarize the transition plans. Contact your detailer for any questions.

SUBMARINE SUPPORT INCENTIVE PAY (SSIP)

The FY-01 National Defense Authorization Act provided legislative authority for a Critical Skills Retention Bonus (CSRB) for those officers possessing skills considered critical within the Defense Department. The Secretary of Defense has designated Submarine Support as a critical skill. Submarine officers who are designated as "not cleared" for Commanding Officer (CO) or Executive Officer (XO) are highly trained and experienced submarine officers no longer eligible for nuclear officer incentive pays (COPAY and AIB). These officers possess skills that are still needed and which cannot be easily or quickly replaced. Submarine Support Incentive

Pay (SSIP) is designed to retain these officers who are critical to manning submarine support billets throughout the fleet.

SSIP eligibility requirements are:

- On active duty, and thereby entitled to receive basic pay.
- Have not completed more than 25 years of active service (including previous enlisted service) by the end of the term of the contract (Note this requirement of CSRB legislation makes SSIP service requirements more restrictive than eligibility for NOIP).
- Currently holds designator 1120.
- Currently serving in paygrades O-4 through O-6. Not eligible until date of promotion to O-4.
- No pending or approved lateral transfer requests, or applications to the Permanent Military Professor Program.
- Medically qualified for assignment to submarine community cognizant billets (1120 and 1000/1050 coded) worldwide.
- In good standing within the community. No pending investigations, punitive administrative actions, DFC proceedings or legal actions in progress or completed.
- Officers must not be currently qualified for the supervision, operation or maintenance of naval nuclear propulsion plants, and therefore not eligible for NOIP.
- Officers who have lost AQDs/NOIP/CONSUBPAY due to refusal of nuclear assignments will not be eligible for SSIP.
- Officers who fail final screening for submarine department head will not be eligible.

SSIP will be available beginning Oct. 1, 2003. Rates will be \$10K for a one-year contract, \$11K annually for a two-year contract, and \$12K annually for a three-year contract. Guidance on application procedures will be promulgated separately.

XO Screening Transition Plan

Year Group	FY02	FY03	FY04	FY05	FY06	
87	30%	50%				Screening Complete
88	20%	30%	50%			No Changes
89		20%	30%	50%		First YG Affected
90				30%	50%	First YG Under New Plan
91					30%	

Current Plan	Transition Plan	New Plan

CO Screening Transition Plan

Year Group	FY02	FY03	FY04	FY05	FY06	
87	30%	50%				➔ Screening Complete
88	20%	30%	50%			➔ No Changes
89		20%	30%	50%		➔ First YG Affected
90				30%	50%	➔ First YG Under New Plan
91					30%	

Current Plan	Transition Plan	New Plan

Submarine Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Submarine Junior Officer Detailer (p421C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p421c@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
p42	Director/CAPT Assignment	882-3930
p42B	Deputy Director/CO Detailer	882-3929
p421	Head, Submarine/Nuclear Power Assignment	882-3944
p421A	Post Department Head Shore Detailer	882-3931
p421B	Department Head Detailer	882-3932
p421C	Junior Officer Shore Detailer	882-3943
p421D	Junior Officer Sea Detailer/NOIP Coordinator	882-3933
p421E	Accessions/Resignations	882-3934
p422	Head, Nuclear Submarine LDO/CWO Assignment	882-3935
p422A	LDO/CWO Detailer	882-3945
p423	Staff Placement	882-3937
p424/41N	Head, Surface Nuclear Power Distribution	882-3940
p424B	Assistant, Surface Nuclear Power Distribution	225-4192



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm



Aviation Notes

The JO Jobs spreadsheet is up and running. You can view a spreadsheet of sea and shore JO Billets and submit your preferences online. Go to www.persnet.navy.mil/pers43/jo_billetlinks.htm.

Don't forget to review your OSR/PSR online at the BUPERS web site (www.staynavy.navy.mil). You should definitely check it prior to a promotion board. For FITREP corrections call PERS-311 at DSN 882-3320/2 (COMM 901-874-XXXX) and for OSR corrections call DSN 882-3330/93.

We have a new FAQ section on the PERS-43 web site, but currently we've only got one question listed. If you've got questions that you need answered, submit them to the PERS-43 webmaster at p43webinfo@persnet.navy.mil with "FAQ Submission" in the subject. We'll try to respond directly to you plus we'll add the question to our FAQ page.

There has been a change to the PERS-43 Policy regarding 1st Shore Duty Tour Lengths. Here are the details:

PERS 43 Policy For 1st Shore Duty Tour Extensions

In a concerted effort to maximize/improve production output from Training Command units throughout Naval Aviation, the current shore duty tour length of 30 months has now been increased to 33 months for all 1st tour shore orders (including those outside production sources) under the following conditions:

- PRDs will be adjusted to 33 months for the following individuals:
- Individuals with orders to 1st shore duty but have not yet executed.
- Individuals currently on 1st shore duty who have not accepted or negotiated follow-on orders.
- PRDs on individuals who have accepted orders from 1st shore duty to follow-on duty of any sort will remain at 30 months to reduce the impact on turnover and gapped billets.
- 1st tour SFTI instructors on shore duty who completed the SFWT course prior to checking into their 1st shore tour will remain on 30-month orders.

- 1st tour SFTI instructors assigned to N-7 will remain on 36-month shore duty orders.
- TPS shore tour lengths will remain unchanged.
- 1st tour transition aircrew that complete the 6 month initial training will be assigned 30 month shore duty orders upon completion of this training.
- In no case will an individual's 1st tour shore duty orders be written for more than 36 months.
- There is no GREMAIN associated with this tour length.
- This extension does not affect bonus eligibility.
- Based on member circumstances, detailers and individuals will negotiate 1st tour shore duty so as to minimize impact on career milestones. This may require a 1st shore tour length less than the standard 33-month timeframe to make Department Head timing. This policy will not be used to preserve second sea tour unless the individual requests such.
- Those individuals who accepted orders to 1st shore duty for 30 months are not required to extend to 33 months unless requested. They must inform their detailer of their intentions and once notified, they will not be able to re-negotiate this.
- Commencing immediately, anyone now accepting orders to 1st shore duty will be assigned 33 months with no exceptions. Detailers will be able to adjust PRDs to meet career milestones if appropriate, but individuals exiting the service will be held to PRD.

This increase in 1st shore tour length should provide a stable training force of instructor pilots throughout our production sources to compensate for the 3 month IUT programs in affect for most squadrons. PERS-43 will extend this opportunity for all 1st tour shore duty Naval Aviators as the Second Sea Manning Plan continues to fill our required and necessary billets at sea. Individuals whose career milestones may be affected by this policy will be carefully evaluated for implementation based on detailer guidance. In the future, PERS-43 may adjust this policy to accommodate the required manning policies.

Captain's Comments

Greetings from the Head Aviation detailer! I have been on the job for over a year and have had the opportunity to visit most of our aviation concentration areas as well as a few sites off the beaten path, like our TACAMO team at Tinker. Regardless of where I visit, the energy and dedication of aviation's warriors in every community always impresses me. I can say without hesitation that because of your devotion and patriotism, Naval Aviation's future is very bright.

In my travel around the fleet, I have fielded some questions concerning the rumor of an extended gap between this year's command screen board, which reported out in September 2002, and next year's board. I thought I would take this opportunity to announce, officially, that there will be a change to the process for the next Aviation Command Screen Board.

The FY04 Aviation Command Screen Board will be held in April 2004 vice September 2003. Why the change? The intent is to look at all LCDRs thus allowing command selection earlier in your aviation career. Earlier selection will do the following:

- Provide greater distribution flexibility (joint assignment or JPME completion prior to command tour). With the law changing to require JSO designation for promotion to Flag (by FY07), we need to provide an opportunity to funnel "command players" to Joint and JPME prior to beginning command tracks.
- Reduce the current command slate and allow folks to finish command between 18.5 and 19 years.
- Help make third look Special Mission COs promotion eligible by having command FITNESS reports prior to their 0-6 look.
- Allows competitive officers more options post-command.

I am sure this will generate many questions for those of you impacted by the shift (SG 88,89,90, and 91). A transition plan has been crafted that will ensure that each screen group will get all three command looks, and that opportunity for command will not suffer for any screen group. Your detailer can provide you with more specifics.

As always the main ingredient for com-

mand selection is sustained superior performance. The FY03 CDR Aviation Command Screen Board adjourned 26 SEP having selected this year's cadre of future Naval Aviation leadership. The competition was extremely keen - over 1000 records were screened. Sustained superior performance and tour diversity were a critical factor in the selection process. There are a lot of great records out there, but the officer that had the ability to walk into different situations and "win" played big in this year's board. The foundation for success was mastery of one's platform/mission, but not surprisingly there are more officers who have proved this than command slots available. When it came down to the "crunch," major staff experience, joint education, ship qualifications, and overseas tours remained high on the list of "tics" toward command selection. As discussed earlier, the next ACSB is scheduled for APR 04, leaving plenty of time to get your record ready for the board. Keep in touch with your detailer/community manager to ensure you are ready for the board. For those that have a few more tours until this critical milestone, keep a healthy dialog going with your detailer. Those aren't lies he's telling you. It's good information derived from his constant "eyes on big Navy." He is the guy with his finger on the "pulse" and it's **his mission** to ensure your career remains on course for success!

Congratulations to all that just screened on the Major Command Board which reported out in October. The competition was incredible for all categories across the board. The same requirements that tilted selection on the 0-5 board played well in this year's Major Board. Diversity of assignment and taking the tough job won the day.

Naval Aviation and particularly carrier aviation continues to play a pivotal role in the Global War on Terrorism. Those of you on active duty are serving your country at a critical time in our history and naval aviation would not be doing so well without your dedication. Fighting the war on terror is a team effort and we need all of you if we are going to win. Thank you for your continued support of Naval Aviation.

*Killer
PERS 43*

Aviation Commander Detailer Notes

New faces once again populate the commander detailer shop. Our newest arrivals are "KK", hailing from VP-45 in Whidbey Island. KK replaces CDR Dennis Sinnett as the VP/VQ detailer, PERS-431A. "Murph" just recently arrived from HS-8 in San Diego relieving CDR John Smith as the Helo detailer, PERS-431B. The "senior" detailer in the shop is "Kirbs" responsible for all TACAIR detailing, PERS-431.

Just a couple of reminders to put on your calendars... The Aviation Command Screen Board has been shifted to the right this

year sliding from Sep 03 to Apr 04. For a detailed explanation of the move, take a look at the Captain's Comments in this issue of *Link-Perspective* for more details. Your individual OSR/PSR sheets are available for viewing electronically through the Center for Career Development (CCD) web site at: www.staynavy.navy.mil. Once you establish a PIN, you'll have access to your OSR/PSR. You are your own best screen of your records. The commander detailer shop is here to answer any specific questions you might have on your record.

Establishing contact early with your detailer is critical for a variety of reasons. We'd like to hear from you at the 12-month mark prior to your current PRD. This will give you the opportunity to voice your preferences as well as see what is becoming available. If you look at our CDR postings (www.persnet.navy.mil/pers43/cdrfills.xls), it will give you a good idea what is out there for follow on orders. We will try to balance your desires with performance, availability and the Navy's needs. Oftentimes, doing a bit of homework on your part researching specific billets can also go far toward streamlining the detailing process. The worst thing you can do is contact us with less than 6 months until your PRD for billet availability is reduced considerably... enough said.

Keep in touch! We're here to represent you in the detailing process. Remember contact us early and often! FLY SAFE!

Kirbs, KK, Murph & Franbo

Helo Shore Notes

As most of you know, I hope, I have taken over as the Helicopter Shore Detailer for Bobo. My name is Flan and I arrived here from my Department Head tour with the Dusty Dogs of HS-7. My brief career has taken me from Jacksonville to San Diego to Japan to DC to Norfolk to Jacksonville and just 4 months ago, to Millington. If you

want the details, feel free to ask.

First, I don't do all of the Helo shore detailing, just most of it. Generally, I detail all of the bubbas rolling to shore duty except the HSL JOs looking for their first shore assignment. Homer, PERS-432D, does the HSL initial shore assignments. Please keep this in mind as you make your initial contact.

Second, keep your chain of command informed of your intentions. I am happy and obligated to give career progression advice but honestly believe that your Skipper and XO will give you the best advice. I base this on two factors: they have had the opportunity to closely observe you for an extended period of time and they have made smart career decisions (with the help of their Skipper and detailer, of course) - that's why you call them, or will soon call them, Skipper.

Lastly, continue to have patience with me - the fire hose is still on full blast. I will work hard for you and answer your questions to the best of my ability. If I don't know the answer I will tell you that I don't know. But, one way or another, we will find the correct



answer.

*Flan
PERS 432Q*

VAM/VAQ Notes

Greetings from Memphis where it rains more than it does in Whidbey! I need to return to the Great NW to dry out. I hope everyone enjoyed the holiday season. Congratulations to the new Skippers (including CDR "Sterls" Gilliam, the next in line to command the FRS) and to the Aviation Major Command Screen Board selectees (there were quite a few!). A watershed event for the Prowler community and well deserved, long overdue recognition.

There's been a PERS-43 policy change regarding first shore tour duty. First shore tours are now 33 months vice 30 months. This new policy applies to everyone currently on their first shore tour who has not negotiated a follow-on set of orders. PRDs have been extended 3 months to account for this policy change. It's automatic and does not require any official paperwork. If you want to turn down the extension,

notify me via e-mail or phone (i.e. you're separating from the Navy and do not want the extra 3 months). The impetus behind this decision was the current acceptable state of second sea tour manning. We're trying to help production source manning and at the same time, give a little bit back to the fleet. Call me if you have any questions.

I want to briefly address the aviation community transition program. I've had quite a few inquiries about Hornet and Super Hornet transitions, and the Hornet/Tomcat Detailers have been fielding e-mails from our community.

Here's where we stand. Our follow-on platform has been identified, and we will in-

deed start the transition to the EA-18 before this decade ends. We will also continue to fly the Prowler until the transition is complete.

How we will pull this off has yet to be determined, but it's in work. In order to transition to another community right now, the losing community has to be willing to let you go, the gaining community has to be willing to accept you, and your transition package has to be approved at our Aviation Warfare Transition Board (twice annually). Currently, the NFO-Pilot, S-3 Sundown, and the Tomcat-Super Hornet transition programs are in full swing. This puts a strain



on FRS throughput and can limit opportunities for other community transitions. Call me if you want to know what your chances are, and check the transition board NAVADMINS for eligibility information.

For more detailed information, check out our web site and visit my web page. I'll endeavor to keep my web page updated with the latest and greatest Navy and community opportunities. Fly safe and keep it cresting just a little bit high!

*Holdback
PERS 432K*

VAW/VRC Notes

Greetings HAWKEYE/GREYHOUND Community. It is my honor to serve as the community detailer. It is also a great time to arrive at the Bureau, community manning has continued to improve over this fiscal year with fewer resignations submitted and more applications for ACCP. I appreciate the warm welcome extended by all, and would like to thank you for your patience as I adjust to the Bureau and the Memphis dry ribs.

I encourage everyone to read this new format of the *Link-Perspective*. There are updated articles on education, joint, community, professional and career issues. Limited space prevents me from being too lengthy, but I will address a few issues.

Manning at the FRS, NSAWC and WTU is improving. For junior officer assignments, the key to success is to contact me early and often. Twelve to fourteen months prior to PRD is a good timeframe. The number of available first shore job assignments is constantly expanding. Use the JO jobs list located on our web site as a guide, but feel free to engage me often for positions, which may not be listed. Second sea

tour opportunities are varied, but the days of skipping this tour are long gone. Department Heads should communicate your post tour preferences to me not later than a year prior to rotation, which may not always coincide with your PRD.

The Aviation warfare transition board is a constantly moving target as we continue to support the S3 Sundown and F-14 transition programs. The status of each board will be decided prior to the scheduled board. Notification will be conducted by message.

For Timbo, the pass down and turnover have been exceptional. We wish you the greatest success in your DH tour as a Bluetail. Cement has arrived to relieve

Muscle as the placement officer.

*Merc
PERS 432E*

VP Notes

Greetings VP Warriors! The VP Puka has seen some recent changes as Bossman and Max have headed off to their DH tours – good luck gents! Grabass is now onboard as the new shore detailer.

As most of you know, the Aviation Command Screen Board was conducted this past fall and many lessons were learned. The SST (second sea tour) afloat and continued superior performance continues to be a virtual prerequisite for VP officers to be competitive for operational command. Shore duty officers rolling to sea are encouraged to contact the sea detailer up to 15 months prior to PRD (projected rotation date) to ensure enough time to secure competitive boat orders.

There has been a PERS-43 policy shift with regard to shore duty. The new standard shore duty tour length has been extended to 33 months. Please contact the detailer if you have any questions regarding this policy. As always, proper career progression (SST and DH timing) will always be considered in the orders process.

As most of you know, the YG92 DH slate has been completed. Just over half of the officers slated will be doing their DH tour on a different coast than their first tour. For the YG93 slate, getting officers “bi-coastal” will play an even larger roll in the slating process. For YG93, please submit Department Head preferences via e-mail to PERS-432P NLT 1 June 2003.

*Noodle
PERS 432P*

VS Notes

Greetings fellow Vikings! I hope all of you had a good holiday season. If you were on the boat for the holidays, let me say thanks for being out there and hopefully wardroom three put on a nice spread for you. For those of you who don't know me, I'm Bruiser. Like Whip mentioned in the previous issue, I did my first tour in VS-29, then I was the flag aide for CNRSW, and most recently I was the assistant air ops on CCG-7 staff onboard STENNIS for their OEF deployment. I'm humbled and honored to be your detailer and I look forward to working with all of you. Speaking of Whip, he's now in the Land of the Rising Sun doing his DH tour with VS-21. Thanks for all the good work Whip and good luck with the Redtails. We wish you well.

The S-3B Sundown Plan is in effect and the next transition board will convene 24 March. The NAVADMIN covering this board should be out on the street by the time you're reading this, but in general the application process will be very similar to what it was

for the July 02 board (i.e. online application, command endorsement, latest FITREP). Those in YG95 are eligible for this board as well as YGs 96 and junior with a PRD of JUL 03 through DEC 03. The following board will be in SEP 03 at which time YG96 will join YG95 as a critical year group. Thus folks in YGs 95 and 96 will be eligible for the SEP 03 board as well as YGs 97 and junior with a PRD of JAN 04 through JUN 04. If you have more questions regarding the Sundown Plan please check out our FAQ page by going to the Sundown link on the PERS-43 web page at www.persnet.navy.mil/pers43/index.html.

The aviation command screen board was completed this past September and the results are encouraging for those of us who will do a VS DH tour and then transition at the XO/CO level if we screen for command. The Viking Community had 8 people screen for command (2 were re-screens) and they will all go on to command squadrons throughout Naval Aviation – 2 VFA, 1 VF, 1 VAQ, 2 VAW, 1 VQ(P) (EP-3's), and 1 VQ(T) (E-6's). Congratulations to those who screened.

As many of you know, a few years ago shore duty was reduced from 36 months to 30 months in order to meet our second sea tour requirements. Now due to the PERS-43 Second Sea Manning Plan we're meeting our at-sea requirements and we're able to extend shore duty to 33 months. Please check the Aviation Notes section of this issue for more details.

The DH slate for YG92 is out and those of you in the slate should be seeing orders soon. In planning towards when you need to be in your DH tour, we use the baseline of OCT of your YG plus 11 in order to get you there on time (i.e. if you're YG93 you need to be in your DH tour by OCT 04). If we did not plan to this in the detailing process, many folks would end up late to their DH tour. As the details of the slate come together in the Fall (squadron schedules, requirements, timelines, who the DH players are, promotion zone expansion/contraction, etc.) more exact timing can be worked out for the individual based on these details and the individual's promotion zone. The overarching goal in building the DH slate is to meet our operational requirements and provide our squadrons with a balance of strong DH's. In the interest of the individual, the goal in building the DH slate is to send the individual to the squadron that provides the best opportunity to compete. On a related note, with VS-29 and VS-38 decommissioning in 2004, VS-21 decommissioning in 2005, and five squadrons remaining in Jax, most people in the YG93 DH slate will be going East.

CNN, Fox News, Early Bird, SIPRNET – whatever your information source, we are all aware of the dynamic and dangerous environment our Navy is operating in fighting the Global War on Terrorism. Squadron schedules are in flux and operational requirements are fluid. This will impact our families and us. We know what we must do – the Vikings are ready.

*Bruiser
PERS 432S*



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Aviation Officer Distribution Directory

For e-mail address, replace xxxx with listed PERS-Code:

Example: to e-mail the Aviation Shore Coordinator (p432C):

For commercial phone numbers use:

(901) 874-XXXX (DSN 882-XXXX)

(703) 614-XXXX (DSN 224-XXXX)

(703) 693-XXXX (DSN 223-XXXX)

xxxx@persnet.navy.mil

p432C@persnet.navy.mil

(301) 757-XXXX (DSN 757-XXXX)

(202) 433-XXXX (DSN 288-XXXX)

(703) 695-XXXX (DSN 225-XXXX)

PERS Code	Title	DSN
	Aviation CAPT Assignment Branch	882-3974
	Aviation CDR Assignment Branch	882-3975
	Aviation LCDR/Junior Officer Assignment Branch	882-3947
	Air Combat Placement Branch	882-3987
p43	Director/CAPT Assignment	882-3974
p43A	Assistant CAPT Assignment	882-3976
p43AX	Assistant CAPT Assignment	882-3955
p43AD	Special Projects/Incoming Deputy Director	882-3349
p43B	Deputy Director	882-2288
p43B1A	Administrative YN	882-3978
p43C	Director's Assistant	882-3958
p431	Head, CDR Detailer	882-3957
p431A	CDR Detailer	882-3963
p431B	CDR Detailer	882-3972
p431C	CDR Shop Order Writer	882-3975
p432	Head, LCDR/JO Assignments	882-3973
p432C	Shore Coordinator	882-3484
p432D	Initial Helo/Shore/RAD/Schools/Subspecs/MinAffrs	882-3969
p432E	VAW/VRC/Warfare Transition	882-3965
p432F	VFA	882-3966
p432G	VF	882-3986
p432H	Helicopter Sea Assignment	882-3950
p432I	VP Shore Assignment	882-3951
p432K	VAM/VAQ	882-3967
p432L	Head, Aviation LDO/CQO Assignment	882-3968
p432M	Assistant, Aviation LDO/CWO Assignment	882-3948
p432O	NAO/NAEB/Med Waivers/DIF Orders	882-3947
p432P	VP Sea Assignment	882-3952
p432Q	Helicopter Shore Assignment	882-3970
p432R	Sea Coordinator (e-mail p432C)	882-3484
p432S	VS/Force Support	882-3953
p432T	Pilot/NFO Initial FRS Assn/Gen Av/ACCP/ACIP	882-3954
p432U	VQ Assignment	882-3985
p432V	Assistant, LDO/CWO Assignment	882-3964
p433	Head, Air Combat Placement/CARGRU Staff Plcmt	882-4944
p433A	VFA/VX-9/LSO School	882-3959
p433B	VF/CVW West	882-3979
p433C	VAW/VRC/VQ/VC-8/CVW East	882-3960
p433D	VP/VX-1/PEP/TSC	882-3989
p433E	Flight Students/Asst VP/VQ Plcmt/Lat. Transfers	882-3984
p433F	VAQ/NSAWC	882-3961
p433G	CV/CVN (Incoming)	882-3981
p433G	CV/CVN (Outgoing)	882-3981
p433H	VS/TRACOM/Schools Command/SWATSPC	882-3980
p433I	HS/HSL	882-3982
p433J	HC/HM/TYCOM/FASO/TACRON	882-3962
p433Q	Assistant, CV/CVN/CARGRU Staff Placement	882-3988
p433R	Assistant, Prospective Flight Students	882-3983
p433U	VQ/VT Maritime Placement	882-3949

For eligible officers who wish to pursue a Graduate degree, educational opportunities are always available at the Naval Postgraduate School. All interested personnel are advised to contact their detailers for more information. The Naval Postgraduate School (NPS) emphasis is on education and research programs that are relevant to the Navy, defense, national and international security interests. NPS provides a continuum of learning opportunities, including Graduate Degree Programs, Continuous Learning Opportunities, Refresher and Transition Education. These programs are under the auspices of the four graduate schools.

For a Naval Postgraduate School catalog contact:

Director of Admissions (Code 01b3)
Naval Postgraduate School
589 Dyer Road, Room 103D
Monterey, CA 93943-5100
Telephone: (831) 656-3093/DSN 878-3093
www.nps.navy.mil

Specific degrees are:

- **MASTERS OF ARTS DEGREE:** International Security and Civil-Military Relations, National Security Affairs
- **MASTERS OF SCIENCE DEGREE:** Aeronautical Engineering, Applied Mathematics, Applied Physics, Applied Science, Astronautical Engineering, Computer Engineering, Computer Science, Contract Management, Defense Analysis, Electrical Engineering, Engineering Acoustics, Engineering Science, Information Systems and Operations, In-

formation Technology Management, International Management, Materials Science and Engineering, Mechanical Engineering, Meteorology, Operations Research, Physical Oceanography, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Product development, Program Management, Software Engineering, Space Systems Operations, Systems Engineering, Systems Integration, Systems Technology.

- **ENGINEER DEGREE:** Aeronautical and Astronautical Engineer, Electrical Engineer, Mechanical Engineer
- **DOCTOR OF PHILOSOPHY:** Aeronautical and Astronautical Engineering, Applied Mathematics, Applied Mathematics, Applied Physics, Computer Science, Electrical Engineering, Engineering Acoustics, Mechanical Engineering, Meteorology, Modeling Virtual Environments and Simulation, Operations Research, Physical Oceanography, Physics, Software Engineering
- **DOCTOR OF ENGINEERING:** Aeronautical and Astronautical Engineering, Engineering Acoustics, Mechanical Engineering.

Graduate Education Voucher Program:

The Graduate Education Voucher (GEV) program provides up to \$40,000 for two years of off-duty graduate education for Unrestricted Line Officers (URL) whose career paths provide limited opportunity for full time graduate education. Eligibility is open to O-3 through O-5 active duty list URL officers from the 111x, 112x, 113x, 114x and 13xx communities (not to include tars) with dem-

onstrated superior performance and upward career mobility. Applicants should be transferring to, or currently on, shore duty with sufficient time ashore to complete a Masters' degree program. Further questions should be directed to the NPS Civilian Institutions Program office (Code 031A) at (831) 656-2319/7979; DSN 878-2319/7979 or e-mail: 031a@nps.navy.mil. Officers interested in the GEV program should contact their detailer (PERS 41/42/43).

Tips for GEV selectees:

Once notified by your detailer that you have been selected to participate in the GEV program, in order to begin receiving GEV funding it is important that you begin the timely submission of all required paperwork, the cornerstone of which is your Education Plan. The GEV website, http://www.nps.navy.mil/code031a/GEV_Program.htm, should be referred to first. It provides detailed descriptions on the process for submission, including a list of required items for initial approval. In order to avoid delays in the approval process, please ensure all of the required items are included with the submission of the required paperwork. Without approval of your program, the officials at your Navy College Office will not be able to process your paperwork and you will not be able to receive GEV funding. Read through the guidance provided, and if you have any additional questions please contact the NPS Civilian Institutions Program office.

An additional point that is addressed in the NAVADMIN is that GEV funding cannot be used to retroactively pay for previously completed coursework. If you miss the deadline you miss funding.

AED/AMD

AED/AMD ASSIGNMENT/PLACEMENT
PERS 446

New AEDOs still wanted

The November lateral transfer board allowed us to pick up a record number of new Aerospace Engineering Duty Officers; however, we are still looking for additional lateral transfers to meet our community endstrength. Our more senior year groups, 1986-1989, are filling up but we still have a few openings. Year groups 1990-1996 are open, so look at your future career aspirations and set

your sight on the next lateral transfer- redesignation board to be held in the Spring of 2003. If you are considering leaving the Navy, please look at alternatives within the Navy prior to making that decision and consider a career shift to the AEDO community. The AEDO community will provide new challenges that combine your experience and interests in aviation with the development, engineering, test and evaluation and procurement of aviation and aerospace systems.

FY 03 Astronaut Board

NAVADMIN 366/02 announced the convening of the Navy's Astronaut Candidate Selection Board in June of 2003 with applications due to the Navy by March 1, 2003. The Navy will select eligible candidates and forward a list of nominees to NASA for their screening process. NASA will then select a small group of candidates from all DoD and civilian sources for interviews and medical screening. Competition is extremely tough as NASA expects to select only 12-15 Astronaut Candidates from all DOD and civilian sources for the class convening in August of 2004. NASA has not identified the mix of candidates desired at this point (number of pilots vs. number of mission specialists). You must have a minimum of 5 years of commissioned service prior to the start of the Navy selection board to apply. There are no waivers to this requirement. For other qualification requirements, see BUPERSINST 1401.4B.

Aviation Acquisition Professional Community (APC) Major Assignment Slating Panel (aka NAVAIR Slate)

The next NAVAIR slating panel for O-6 and O-5 acquisition commands is scheduled for April 2003. The NAVAIR slating is open to all acquisition professionals (1510, 1520 and URL officers who are members of the Acquisition Professional Community (APC)).

Some of the NAVAIR Program offices are planning to consolidate or redistribute workload. Please watch for the announcement NAVADMIN to identify final slating requirements. The planned changes include:

- PMA-233 (Naval Mission Planning Systems) disestablishment; existing workload to be consolidated into PMA-281 (Cruise Missile Command & Control)
- PMA-258 (Anti-ship Weapons Systems) disestablishment. Workload to be distributed between PMA-201 (Conventional Strike Weapons) and PMA-242 (Defense Suppression)
- PMA-225 (World Wide Multi-mission Aircraft) combining with PMA-207 (Commercial and Support Aircraft) into a new program, PMA-218 (Support Aircraft).

For further information on job opportunities within the AEDO community, information on the NASA Astronaut Selection Board, or to stay abreast of the NAVAIR Command slating schedule, please visit our website at www.persnet.navy.mil/pers446/p446_webpage.htm. As always, if you would like to discuss your future in the AEDO community directly, please contact the AEDO detailer, CDR Barbara Bell at 901-874-4108 or via e-mail at p446b@persnet.navy.mil. You may also contact our O-6 Detailer and Senior Community Manager, CAPT John Scanlan, at 301-757-8483 or via e-mail at ScanlanJW@navair.navy.mil or our Community Manager, LCDR Tom Popp, at 301-757-8480 or via e-mail at PoppTC@navair.navy.mil for additional career guidance.

PUBLIC AFFAIRS

PUBLIC AFFAIRS ASSIGNMENT/PLACEMENT/OCM
PERS 448

Take the Joint Challenge

As we move along with the War Against Terrorism, there are more and more opportunities developing for PAOs to use their talents in the joint world. From real-world JIBs to exercises around the world, there is an increasing need for PAOs that have exposure to and the necessary experience level to operate in the joint environment. It can be easily said that the community as a whole is becoming more focused on the joint environment. Are you?

Clearly, both joint experience and education are critical to the professional development of the community's officers to ensure they are prepared for success. As such, junior and mid-grade officers should feature joint duty and Joint Professional Military Education (JPME) prominently in their career plans.

Joint duty credit is earned by successfully completing a tour in an approved joint duty billet. There are 24 of these billets in grades ranging from O-6 to O-4. Take a look at the public affairs roster and see if you might be able to line up for one of these jobs.

JPME is the military education required for qualification as a Joint Specialty Officer and is comprised of two phases. Phase I can be attained by completing the Naval War College or sister service college curriculum as a resident or through the non-resident seminar or correspondence programs. Phase II is attained by completing the Joint Forces Staff College curriculum. Phase I and Phase II can be attained simultaneously by completing the curriculum at the National War College or the Industrial College of the Armed

Forces. To talk about making joint duty and education stops on your career path contact the 165X detailers.

A Career in Public Affairs

With a 165X Special Duty (Public Affairs) designator you join a select group of officers charged with representing the Navy in the most visible and demanding positions. "Telling the Navy story" is more important than ever, as we strive to garner greater public understanding and support, and to inform Navy people on the issues affecting their careers and families.

The Public Affairs community is looking for high quality naval officers who want to be on the front lines of critical Navy programs and operations. If you are an outstanding performer with sharp communication skills and two to five years of commissioned service, the 165X Public Affairs Officer community may have a career opportunity for you.

Most officers enter the PAO community through the lateral transfer process as they complete their initial or follow-on tour in another community. The next board is scheduled to meet in May 2003 with applications due to PERS-811 75 days prior to the board convening date. Application guidelines can be found in MILPERSMAN 1212-010. Those interested should contact a local 165X officer or the PAO detailers to informally explore career options. The detailers can be reached at (901) 874-4023 or DSN 882-4023, or by e-mail at p448b@persnet.navy.mil.

Command Screening and Policy

COMNAVMETOCCOM has distributed a new Command Screening Policy Memorandum. There are some fairly significant changes to the Command Screening procedures, so please take time to read the policy thoroughly. You can find it on the METOC Community webpage under "Career Guidance, COMNAVMETOCCOM Command Screening Policy". While there, take some time to check out the CNMOC Sea Duty and Warfare Qualification Policies, which sets clear expectations and puts strong emphasis on the importance of sea duty for the relevancy of our METOC Community.

Meteorology and Oceanography (METOC) Career Opportunities

Attention Warfare Officers! Are you looking for a career change? Well, look no further – the METOC Community has embarked on an aggressive campaign in search of top performing officers from all warfare communities who possess the fol-

lowing academic background:

- Physical science, engineering, or mathematics-oriented baccalaureate degree from an accredited college or university - meteorology or oceanography degrees preferred but not required
- Minimum 2.2 overall GPA
- Minimum C+ averages in undergraduate level calculus series
- Minimum C+ averages in undergraduate level calculus-based physics series

You can embark on an exciting and fascinating career in the special duty field of Meteorology and Oceanography through the Lateral Transfer and Redesignation process. Warfare qualified officers currently on active duty interested in becoming a METOC Officer may apply in accordance with MILPERSMAN Article 1212-010. Selection is accomplished through the Lateral Transfer/Redesignation Board held twice per year - the next board will be held May 19, 2003 – so don't delay! Redesignation to the 1800 designator is currently open to YG95 and junior.

Quotas vary with each board, but on average we bring in eight to 12 officers per year (due to current

shortfalls at the mid-ranks, we are looking to pick up 18 officers this year – your timing for redesignation has never been better!). Non-warfare qualified candidates may apply (warfare qualification waivers for outstanding individuals are made on a case-by-case basis). Individuals considering lateral transfer are encouraged to contact us by phone or email to discuss eligibility requirements and availability of quotas for upcoming boards. Lateral transfer packages must be received by PERS-801 no later than 60 days prior to the board. Applicants can visit the PERS-801 homepage for up-to-date information on the current status of Lateral Transfer/Redesignation boards. Officers selected for redesignation must obligate to serve on active duty at least two years from the date of designator change.

Visit our webpage at www.bupers.navy.mil/pers449 and then call us, talk to the METOC Officer on your ship or Battle Group Staff, or contact the local METOC activity in your area. Any METOC Officer will be proud to discuss a career as a Naval METOC Officer and assist you through the Lateral Transfer/Redesignation process.

CRYPTOLOGY

CRYPTOLOGY ASSIGNMENT/PLACEMENT
PERS 4410

New opportunities to excel at sea!

On May 24, 2002, the CNO released NAVOP 007/02, designating Information Operations (IO) a primary warfare area on par with air, surface and sub-surface warfare.

An increasingly dynamic networked and fast-paced maritime battlespace has driven IO to the forefront of modern warfare, therefore it is clear that IO has become "integral," not merely "supportive," to all naval warfare disciplines. The "proof" that this is truly a warfare discipline is evident in the fact

that two battle groups are in the process of recoding URL billets to 1610's for the purpose of supporting the IWC. As development of the maritime IO concept comes to fruition, we expect great afloat career opportunities for our community.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

1630 Sea Duty

In a typical career, all 1630s are required to complete two sea duty tours prior to coming up for promotion to CDR: an initial 24-month sea tour as an ENS or LTJG and a second tour as a LT or LCDR. In FY02, this second sea tour was gradually extended from 24 to 30 months to accommodate the expanding number of sea duty requirements and a growing demand by deploying battle groups for increased 1630 continuity.

There are opportunities afloat for LTs eager to return to an operational environment and assume increased responsibility in such assignments as CVW Targeteer, Destroyer Squadrons or Numbered Fleet staffs. LCDR sea duty assignments are equally rewarding and also afford officers tremendous leadership opportunities as mentors to junior officers and enlisted personnel. Assignments include LHA/LHD Ship's Intel Officer, Numbered Fleet staffs, CV/CVN

Assistant Ship's Intel Officer, PHIBRON N2, CCG/CCDG Assistant Intel Officer, and CVW Intel Officer. In some cases, an officer may have the opportunity to go to sea as both a LT and a LCDR.

The fact that we have opportunities for officers to complete their second sea tour as either a LT or a LCDR gives officers more flexibility in planning their personal lives. Professionally, this option also provides 1630s more opportunities to pursue specific

career goals. For example, if an officer wants to fill a LCDR attaché position, because of the extended en route training track, the timing often works better if the officer completes LT vice LCDR sea duty. When it comes time for promotion, it cannot be over-emphasized that it is successful performance in these sea duty assignments - not the pay grade - which impacts an officer's promo-

go to sea or the billet they go to that impacts promotion to Captain, but it's his or her performance in the CDR sea duty assignment that the Captain promotion board will evaluate.

For a limited number of Captains, sea duty is available at the numbered fleet level. The DNI personally looks at each officer nominated for these assignments.

Finally, there are many other opportunities for 1630s to work in direct support of our operational forces. These tours can be just as demanding as sea duty and afford officers an opportunity to do additional operational assignments. While these tours do not "count" as sea duty, they are very important assignments and sea pay is received for many of them. These tours include Naval Special Warfare, VP/VQ Tactical Support Centers, NAVSOUTH, CPRW and VQ N2 CDR billets.

All 1630's should work with the detailer to complete their sea duty milestones at the

earliest opportunity. Demonstrated superior performance at sea in a variety of billets should be the foundation of every intelligence officer's career.

Attache Note

Visit www.persnet.navy.mil, select detailers, PERS 44, 4411, and then Attache in the left hand frame, or e-mail us at p4411c@persnet.navy.mil.



tion potential.

With regard to CDR Sea duty, it isn't the billet an officer goes to that impacts promotion to Captain; it's performance in that assignment. As a reminder, the CDR Sea Screen board was established as an equitable way to resolve the disparity between CDR 1630s and CDR sea duty billets. Approximately 70 percent of our CDR 1630s will be selected to go to sea. Each officer is given three looks. Again, it isn't when an officer is selected to



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Record Review

The season for selection boards is here! Please ensure that your record accurately represents you before your board. Common items requiring correction are an outdated full-length photograph, missing FITREPS, and missing awards and/or certifications. With ODC/PSR information readily accessible through BUPERS On-Line at www.bol.navy.mil, it's very easy to view your record and see what needs to be updated. If you get within six months of your prospective board, you will need to send a letter to the President of the Board to ensure that any changes will be seen by the board. Your detailer may assist if you need additional guidance.

Professional Registration

Registration as a professional engineer (PE) or registered architect (RA) is an important career milestone for Civil Engineer Corps officers. Professional registration is a prerequisite for membership on many facility design and construction contract selection and negotiation boards. It is also important since much of the professional work force you will lead are registered. Your assignment options may be limited without registration. Lastly, registration is an evaluative factor considered by selection boards.

For non-registered architects, the Intern Architect Development Program Instruction (NAVFACINST 1520.8D) outlines the process to get the board experience required for registration. For officers who will be taking the PE exam, check with your local Navy Campus for details on tuition assistance for a PE review course.

If your registration (PE, RA, or Engineer-in-Training) is not shown on your record, fax a copy of your certificate to your detailer at DSN 882-2681 or (901) 874-2681.

Acquisition Courses and Certification Levels

Over 70 percent of the CEC CAPT billets require Acquisition Professional Community (APC) membership. Completion of acquisition courses, acquisition certification level attainment and membership in APC will help you maintain flexibility for your next set of orders as well as strengthen your professional record. Many LCDR and junior CEC billets are acquisition coded, which will allow you easier access to acquisition courses. The training representative at your Public Works Center or Engineering Field Division/Activity can assist you in getting course quotas.

There are three required actions to ensure that your acquisition credentials are properly documented:

- As you complete acquisition courses, course completion certificates should be faxed to Naval Facilities Contract Training Center (NFCTC) at (805) 982-1414 for inclusion in your transcript.
- Once you meet certification requirements, complete the certification level request and fax to BUPERS 4413D at DSN 882-2681 or (901) 874-2681.

- If you are a LCDR or senior and Level II or III certified, apply for APC membership. The board meets semi-annually to consider officers for membership.

The CEC Detail Office Homepage contains sample applications for certification levels and APC membership.

Submit Your Duty Preferences

Your detailers can best work with your needs if they know your preferences. Shortly after arriving at a new duty station, submit an e-mail to your detailer regarding your preferences. If short fuse requirements arise, the detailers will know your preferences and be better equipped to meet your personal and professional needs.

Warfare Qualified Line Officers Wanted!

The Civil Engineer Corps has openings for officers who are seeking new challenges. The next Board will meet in May 2003, to consider officers for redesignation. This board will select 10-15 qualified officers. MILPERSMAN 1212-010 provides application guidelines and another notification will be made via NAVADMIN. Applications must be received by Navy Personnel Command (PERS-801G) at least 60 calendar days before the board meets. Interested officers should meet the following criteria:

- Highly motivated warfare qualified officers with strong performance provide optimum qualifications for CEC. Any designator is eligible.
- ABET accredited engineering or NAAB accredited architecture degree.
- Engineer-in-Training/Fundamentals of Engineering certificate is desirable but not required.
- Officers should have less than six years of commissioned service.
- Letters of recommendation from CEC Officers are encouraged if possible.

Contact P-4413D at (901) 874-4034 for more information.

CEC on the Web

If you've been through a PCS move in the last FY, please complete the PCS Feedback Sheet at www.bupers.navy.mil/pers4413.

If your official email has changed, please visit www.navfac.navy.mil/cec-list/active.cfm to update.

Don't forget about the new U-Ask-NPC tool to help with Personnel Administration Issues available at 1-800-U-ASK-NPC or on the www.bupers.navy.mil site – it's very helpful!

Please visit the CEC Accessions page at www.cec.navy.mil and our Detailer page at www.bupers.navy.mil/pers4413 and provide an email to p4413d@persnet.navy.mil if you have any suggestions for improvement.

Balancing the PCS Budget and The Selection Board Precept

In addition to the detailing priorities, (Needs of the Navy, Career Progression, and the Chaplain's own preferences), the limited PCS funding has added another constraint on the detailing process – low cost moves. As a result, we have set some parameters for moving chaplains: (1) move chaplains within the same geographical area, (2) Coast to coast moves only when absolutely necessary, (3) No back to back overseas moves, except to the same area, (4) PRD extensions granted whenever possible (5) Chaplains can expect to finish deployments before being relieved, (6) Chaplains will not be moved before their PRDs unless absolutely necessary and (7) unaccompanied tours to Okinawa will be for 24 months (even when serving w/USMC). All the above being said, there will always be exceptions due to operational and career progression needs. Detailers have an obligation to keep you moving professionally and operationally. To you, the intent of a detailer to move you may defy logic (in your mind), but the bottom line is we try to keep you progressing in your military experience.

A Selection Board precept provides guidelines for that particular board in selecting qualified officers for promotion. Our goal is to balance your assignments with what you need professionally and the anticipated Selection Board precept.

Past examples of precepts for the Selection board consideration include:

- “Repeated tours in a particular location should not be considered negatively, **provided the officer has progressed in billet complexity, professional development, and leadership responsibility.**”
- “Navy policy regarding application of the best-qualified standard is as follow: ... The needs of the Navy dictate that our future leaders possess the qualities to excel in combat as commanders or *in support of operational commanders or positions of leadership in direct support of fleet operations. **Proven excellence in operational environments is an important measure of the qualities required**”*

Example:

Chaplain A calls the detailer to begin negotiating orders for his/her next tour. Chaplain A's first tour was with 1st Marine Division, Camp Pendleton, followed by an assignment at Naval Hospital, Camp Pendleton. Chaplain A and his family love the San Diego area, which is close enough to drive to both their parents. The children have good friends and are in good schools. The PCS budget would benefit from keeping them right there. A search for billets

in the area show that there is an open billet at Marine Corps Base, Camp Pendleton (a no cost move), and another at Naval Air Station, North Island (a low-cost move), where even the Intermediate Officer Leadership Continuum would be no cost.

But, most of those chaplains who will be in zone for LCDR with Chaplain A will have completed 2 operational tours – one with FMF and a second on a ship. The only sea duty available at the time of the PRD is a carrier out of Bremerton and a DESRON out of Norfolk.

Chaplain A receives 3 choices from the detailer:

1) Marine Corps Base, Camp Pendleton; 2) USS Carl Vinson, Bremerton and 3) DESRON 26, Norfolk, VA.

Which should Chaplain A choose and why? Where should the detailer encourage him/her to go? The detailer would encourage the selection of the Carrier out of Bremerton. It's the least expensive move possible and provides a great second operational tour.

Funded Graduate Education/Pastoral Care Residency and Pcodes

We presently have 221 Pcoded billets in the Chaplain Corps. To be assigned to these particular billets, the Pcode necessary for the billet is a strong consideration. Our subspecialty codes and number of billets are as follows:

Subspecialty	Code	#Billets
Homiletics and Worship	1410	36
Religious Education	1420	18
Religion and Culture	1430	17
Pastoral Counseling	1440	107
Ethics	1450	36
Ministry Multimedia		
Communications Management	1470	7

Most subspecialty codes are assigned to your record via FGE. The 1440 can also be gained through the PCR program. Chaplains interested in obtaining these subspecialty codes should indicate so on their duty preference card. Each year a FGE/PCR committee is convened to determine nominations for these programs. Taking into consideration duty preference cards, PRDs, and operational/career progression needs, the committee selects a pool of candidates. From there a final list is submitted for approval. If you are a LCDR or LCDR (sel), and want to participate in the FGE or PCR programs, make sure your DPC reflects that desire. You may also want to follow up with an email expressing your desire to the detailer. Having the Pcode on your record may get you the job you've always dreamed about.



Submit Address Changes On-line at
www.persnet.navy.mil/periodicals/link-perspective/Link-Perspective.htm

Nurse Corps

Are you assigned to a Component Unit Identification Code (UIC)?

The Component UIC was designed to realign a Command's billet file to reflect operational/war time needs. This allows the medical department personnel to train to specific operational platforms thereby avoiding confusion during wartime mobilization. Individuals may be assigned to various platforms including but not limited to Fleet Hospital, Casualty Receiving Team, Force Service Support Group, and the Hospital Ship.

Nurses with a variety of skills including medical/surgical, critical care, emergency/trauma, maternal child, peri-operative, etc., are needed on the various detachments. Based on your skills, your detailer may place you on a particular detachment. When negotiating orders with your detailer, inquire as to whether or not you have been assigned to a platform. Your assignment is noted on your orders as well. If you would like to be placed on a specific platform let your detailer know ahead of time so your request can be considered.

If you have any questions or need more information, please contact your detailer.

Medical Service Corps

The Medical Service Corps is very near end-strength this year, however this does not impact you in your negotiations with your detailer. You should be contacting your detailer and specialty leader about 12 months in advance of your PRD. Be prepared to discuss a slate of potential duty stations that contains fewer options than previous years. When coupled with the very real fiscal constraints in this year's PCS budget it will be helpful to have realistic expectations in regard to your PCS plans. For example, coast to coast or Far East to Europe PCS orders will be scrutinized closely for cost effectiveness. Rather than focus on the geography of a particular duty site, the best question to ask yourself and your detailer is what is the best job for career progression. If you are considering an extension in your current billet, discuss

this with your detailer with regards to how it impacts your career and professional growth and how such a request might impact your community. Extensions will typically be given a favorable review as long as it is a win for the officer, the command, and the professional community. This is a very busy time of year for your detailers. As you attempt to communicate with us, please be sure and leave a phone number with your voice messages. If you are communicating via e-mail, please include a signature block with return phone and fax numbers as part



of your email correspondence. We are all looking forward to working with you through the Holidays and into the New Year.

Medical Corps

To meet our goal as Medical Corps detailers of providing greater access to administrative and billet information, we expanded our web page www.persnet.navy.mil/pers4415/medical_corps.htm. Our constituents can now make better educated career management decisions. The web page advertises positions opening in FY03 for most surgical, non-surgical, and operational specialties. Newly created sections provide access to application information for Senior Opera-

tional and Officer-in-Charge positions not requiring CO/XO screening. In addition, service college positions are available for motivated career-oriented medical corps officers. These one-year assignments will add two years of obligated active duty service.

Available positions include:

Army Command and Staff	June 2003	LCDR
Naval War College	August 2003	LCDR

If you would like more information about the Service Colleges please visit: www.persnet.navy.mil/pers4415/fy02_service_college_opportuniti.htm

It is Navy Personnel Command policy to release PCS orders for CONUS moves six months and, for OCONUS moves, nine months in advance of the projected rotation date (PRD).

As most of us prepare for the Holidays, the Medical Corps geared up for the Graduate Medical Education Selection Board (GMESB). This year the Board met Dec. 2-6, 2002. The Board released results on or about Dec. 18, 2002 with the deadline for acceptance of selection in early January 2003. If selected for GME, please contact the GME Detailer at p4415p@navy.mil or 901-874-4048. Selected members with a PRD before the start of their residency programs may be eligible to PCS early to their selected MTF. This can provide a head start on any required training or time to get ready for the demands of residency. Members not selected, with a PRD in FY03, should contact

their current detailer as soon as possible for career guidance.

- Senior Medical Corps Assignments and Surgical Specialty Detailer:
P4415m@navy.mil
- Non-Surgical Specialty Detailer:
P4415n@navy.mil
- Family Practice and GMO Detailer:
P4415u@navy.mil
- Flight Surgery and Operational Detailer:
P4415r@navy.mil
- Graduate Medical Education Detailer:
P4415p@navy.mil

Our website address is www.persnet.navy.mil/pers4415/index.htm. We look forward to hearing from you!

Apply for the TAR designator!

Are you interested in making a career change? We are looking for top performing officers from URL, INTEL and SUPPLY communities to become TARs. TAR officers have an excellent opportunity for early command ashore while remaining competitive in traditional warfare or designator specialties. Both officers on active duty and in the Selected Reserve may apply. Visit www.persnet.navy.mil/pers44/pers4417 for eligibility criteria and application procedures. Details will be published in a NAVADMIN message about 60 days prior to the convening date. Next Board is scheduled for June 9, 2003. Call PERS 921 at (901)-874-3482/DSN: 882-3482 with other questions.

TAR Surface

Do you love the sea-going life of the Navy but want to have other shore assignments throughout the United States? Does shore command as a junior officer sound like a good challenge as well as the opportunity to command at sea? The Surface TAR community seeks 111X officers to make the transition into the TAR community. TARs maintain operational proficiency at sea while alternating through a variety of shore based billets; from Washington staff jobs to the Reserve Liaison Officer on major staffs and type commands - in CONUS and overseas. A small, close-knit community of about 600 surface officers, TARS make up about ten percent of the entire Surface Warfare community and follow a career path that mirrors the sea/shore rotation of USN counterparts. Selection to be a TAR officer is a great opportunity to stay in the Navy, go to sea, and have rewarding shore tours.

POCs are P4417b@persnet.navy.mil or 901-874-4103/58 or P4417d@persnet.navy.mil.

TAR Aviation

A great resource for most questions is our web site:

www.persnet.navy.mil/pers4417/

aviation.htm. You will find upcoming selection board information, proposed zones, and the latest news about our program.

POC is P4417c@persnet.navy.mil or 901-874-4146.

TAR Aviation Maintenance Duty Officer

The TAR AMDO Community is always looking for new officers who are ready for demanding tours in Reserve aviation activities. For questions concerning a challenging and rewarding career as a TAR AMDO, contact 901-874-4076 or p4417g@persnet.navy.mil

TAR Fleet Support Officer/ TAR Recruiter

POC is p4417i@persnet.navy.mil or (901) 874-4117.

TAR Intelligence

POC is 901-874-3993 or P4411C@persnet.navy.mil.

TAR Supply

POC is p4412w@persnet.navy.mil or 901-874-4620.

Volunteer for Board Participation!

The best way to understand how selection boards work is to work on one. Voting members, assistant recorders, and administrative assistants for statutory and administrative boards are needed throughout the year. Let your command and COMNAVRESFORCOM know. Take the mystery out of the selection process.

IP

INFORMATION PROFESSIONAL ASSIGNMENT PERS 4420

DSN: 882-3512

COM 901-874-3512

FAX 901-974-2711 or 2739

Web: <http://cno-n6.hq.navy.mil/IPC>

IPCVW: <https://ouripcommunity.spawar.navy.mil>

05 Policy Statement from VADM Mayo

I recently reviewed and approved the FY03 IP 05 shore slate and the completed portion of the 05 sea slate. My policy for these slates is very straightforward and consistent with the Navy's demand for IPs at sea. For execution this fiscal year, and during our transition into a community with significant IP operational experi-

ence at sea, an IP can be slated to IP Commander Command ashore only by having completed a sea assignment within the last few tours. My goal is to develop a career plan that sends an 05 to IP Commander Command ashore only after having completed a sea assignment in one of their previous two tours.

Those not coming directly from sea duty to Commander Command will be assigned IP sea duty upon completion of their command tour. Many of you have seen the message from CFFC to CNO requesting support to gain additional IP sea duty billets, which was approved by the Chief of Naval Personnel. The good news is that the IP community is in high demand by the Fleet. As leaders in the IP Community, you need to now ensure we are ready, professionally and personally, to meet and exceed every operational expectation.

Congratulations to our IP Milestone Screen Board Selects.

0-6 Milestone Screen Selectees:

Rita L. Johnston	Anne L. Westerfield
Jerry W. Leugers	Young O. Kim (ENQ)
David G. Simpson	Treci D. Dimas (ENQ)
Cathy A Thomas	

0-5 Milestone Screen Selectees:

Patrick G Byrne	Dawn M. Maskell
Eugene D. Costello	Katherine A. Mayer
Judie A. Heineman	John D. McCrorie II
Howard J. Higgins	Bernadette M. Semple
Sharon E. Johnson	Paul A. Wetzel
Jacqueline R. Kocher	Patrick K Leary (ENQ)
Jeffrey P. Link	James A. Sullivan

04 Milestone Screen Selectees:

Vincent A. Augelli	Robby F. Schimelpfening
Bruce J. Black	Bryan Thomas Schlotman
Kevin P. Christie	Veronique L. Streeter
Mark G. Fickel	Peter J. Szczepankiewicz
Michelle L. Glenn	Kelvin L. Upson
Arlene J. Gray	William Robert Waggoner
Wyatte B. Jonescoleman	Melissa D. Watts
Steven M. Ledoux	Peter Allen Wu.
Eric S. McCartney	Barbara J. Gutsch (ENQ)
Rhonda T. Onianwa	Michael D. Niedert (ENQ)
Joseph Roth	

Next year's Milestone screen boards have not yet been scheduled but for planning purposes expect October 2003.

The Reserve IP Community (1605) was established October 1, 2002

Congratulations to the reservist officers selected in the IP Reserve Transition Board:

CDR Burton L. Cooper	LCDR Darwin L. Rowell
CDR Keith E. Simpson	LCDR George L. Snider
LCDR Vance K. Baker	LCDR Andrew S. Thaeler
LCDR Diane C. Boettcher	LCDR Michael R. Trovato
LCDR Ian D. Branum	LCDR Stewart B. Wharton III
LCDR Glenroy E. Day Jr.	LT Thomas Brandenburger
LCDR Ernest P. Eldredge	LT Leslie Charles

LCDR Steven J. Kata
LCDR Michael P. Moran
LCDR Michael C. Morris
LCDR Kevin J. Murray
LCDR David Oakes III

LT Christopher C. Dilozenzo
LT Derek S. Rude
ENS Chantal M. Jeannot
ENS Michael Romano

For additional information on the Reserve IP Community, contact LCDR Mary Jacobs, Reserve IP Community Manager, (504)-678-6678 or DSN 678-6678, jacobsm@cnrf.navy.mil

Lateral Transfer Board

Results of the November 2002 lateral transfer board will be out late December. Congratulations to those officers selected. For those not selected, next lateral transfer board will convene 19 May 2003. Officers who are interested in applying to transfer to the IP Community or need additional information for strengthening individual packages should contact CDR Lynn Johnston, IP Officer Community Manager, (703)-693-3877 or DSN 329-3877, n131t@bupers.navy.mil

Upcoming boards

CAPT Line Active board convenes 13 Jan 2003
CDR Line Active board convenes 19 Feb 2003
LCDR Line Active board convenes 31 Mar 2003

The zones are published via an ALNAV each year at least 30 days before the convening on the first board.

IPCVW

IPs - Have you checked out your virtual work places lately? The work place is only as good and informative as we, as a community, make it. As part of career and professional development, make time each day to spend a few minutes at our work place. Shortly after reporting to a new duty station be sure to update your personal information including email address and phone numbers.

Welcome Aboard!

We now have two new detailers. LCDR Peter Falk has checked aboard as the first IP Junior Detailer. He comes to us following his O4 MILESTONE tour at Commander, Second Fleet and will be detailing LCDRs and below. Welcome to CAPT (sel) Dave Simpson. He will be the Branch Head for IP assignments and detail CDRs and CAPTs.

Fair Winds and following Seas to CAPT Mary Anderson on her way to Commander, Third Fleet in San Diego, CA.

HR

HUMAN RESOURCES ASSIGNMENT
PERS 4421

Congratulations to the FY03 Major Command, Commander Command and Executive Officer selectees. For a complete list of selectees and a list of which factors that provided the best opportunity to screen, go to the HR website at www.persnet.navy.mil/hr.

From the HR Community Manager

The first session of the new HR Indoctrination Course will be

held Feb. 3-7, 2003 in DC; follow-on sessions will be May 19-23, 2003 in Millington, June 23-27, 2003 in DC and Aug. 4-8, 2003 in Millington. The course is specifically intended for new HR officers. Other HRs should sign up for the two-day MPT course that is given throughout the year in various locations. Contact me for a complete schedule.

Check out the newly redesigned HR website at www.persnet.navy.mil/hr. The site has more information in a considerably easier to use format. The next step is our virtual Community of Practice/Mentoring program that will be accessed through the website. A Community of Practice (CoP) is a group of people in a common work-related area who have an interest in sharing knowledge and information and in learning from each other. When a Community of Practice is functioning effectively, not only do the individuals involved in the knowledge exchange benefit, but the organization they belong to benefits as well.

The next Transfer and Redesignation Board will be held in May 2003. Effective this year, review for augmentation will occur automatically for officers commissioned in FY97 and later. Only officers commissioned prior to FY97 need to apply for augmentation. MILPERSMAN article 1212-010 contains general guidelines for submitting

a lateral transfer package. We still need highly qualified officers to formulate the Navy's HR Strategy and "take care of the Navy's most important asset, it's people". A career in the HR community contains education and training opportunities that include graduate education, HR certification, service college and other professional education. HRs work on major staffs including OPNAV, BUPERS, NETC, CNRC and Fleet Commanders. HRs work in requirements determination and management, recruiting, education and training management, personnel force management, personnel/administration, human resources information technology and strategic planning. It is an exciting and important field.

Contact the HR Community Manager at www.n131y@bupers.navy.mil, if you have any questions about the community or about applying for redesignation to HR.

From the Head Detailer

PCS Funding: With anticipated reduced PCS funding, shortened tour lengths will be limited and scrutinized. CONUS tour lengths are typically 36 months (accompanied or not accompanied). For information on OCONUS tour lengths, contact your detailer. In the future, personnel could expect to be

extended up to a year.

Screen Board Notes: During the Major Command, Commander Command and Executive Officer Screen Boards this past October, it was noted that many records were missing FITREPS and awards. All correspondence and documentation that is sent to the screen boards is temporarily scanned into the record. Once the boards are concluded, the data is deleted; it does not become a permanent part of your record. For further information on how to officially correct your record, go to www.persnet.navy.mil/pers8/pers-80/pers-801/updatingmyrecord.htm

For planing purposes, next year's boards are expected to convene during the October – December timeframe. It is never too early to prepare your record.

Now that I have screened...What is next? Next is the slating process. The new selectees join their respective "Banks" and are sorted by precedence number. Then, with the Promotion Plan as a guide, the detailer slates by seniority allowing those coming in zone for promotion to be slated first. Member's desires and PRDs are also determining factors. Bottom line – if you are offered a Major Command, Commander Command or an Executive Officer tour, even if it is not one of your first choices, take it!

PERS Code	Title	DSN
p44	RL/STAFF CORPS OFF DISTR/SPEC DIV FAX NO.	882-2676
p44	DIRECTOR, RL/ STF OFF DIST & SPEC PLCMT DIV	882-4070
p44A	FLAGAIDE PLACEMENT	882-4071
p44B	DEPUTY DIR, RL/STF OFF DIST & SPEC PLCMT DIV	882-4072
p44C	SPECIAL ASSISTANT	882-4047
p44D	SPECIAL ASSISTANT	
p44M	HEAD, RESERVE MOBILIZATION PLACEMENT	882-4774
p44M1	RESERVE MOBILIZATION PLACEMENT	882-4772
p44M2	RESERVE MOBILIZATION PLACEMENT	882-4796
p44M5	RESERVE MOBILIZATION PLACEMENT	882-2446
p44M3	RESERVE MOBILIZATION PLACEMENT	882-4781
p44M9	Head, NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4580
p44M4	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4686
p44M10	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4574
p44M11	NOBLE EAGLE SAILOR ADVOCACY TEAM	882-4581
p41A	HEAD, JOINT TAD CONTINGENCY ASSIGNMENTS	882-2300

p4IA1	JOINT TAD CONTINGENCY ASSIGNMENTS	882-4216
p4IA2	JOINT TAD CONTINGENCY ASSIGNMENTS	882-3889
p4IA3	JOINT TAD CONTINGENCY ASSIGNMENTS	882-4188
p44S1	FLAG AIDE ASSISTANT	882-4055
p44S	ADMINISTRATIVE ASSISTANT	882-4490
p440	PROF DEV EDUC/SUBSPECIALITY BR FAX NO.	882-2676
p440	HEAD, SHORE & EDUCATION PLACEMENT BR	882-4040
p440B	GRAD EDUCATION PLACEMENT	882-4056
p440C	SVC COLLEGE & FELLOWSHIP PLACEMENT	882-4100
p440E	SUBSPECIALTY ASSISTANT	882-4054
p440F	SHORE STATION PLACEMENT	882-3939
p441	WASHINGTON PLACEMENT BRANCH FAX NO.	882-2676
p441	HEAD, WASHINGTON PLACEMENT BR	882-4104
p441A	ASSISTANT WASH PLACEMENT (JCS/BUPERS)	882-4074
p441B	ASSIST WASH PLACEMENT(OSD)	882-4105
p441S	MILPERS STAFF TECH	882-4075
p442	MAJ STAFF/MAAG MISSION/MILGRP BR FAX NO.	882-2676
p442	HEAD, MAJOR STAFF PLACEMENT BR	882-4123
p442B	ASSIST HEAD, NATO/CNE/# FLEETS/PACIFIC RIM	882-4066
p442C	ASSIST HEAD, PEP/MAAG/MILGRP/FAO	882-4065
p442E	MILPERS STAFFING TECHNICIAN	882-4069
p444	EDUC & TRNG/DISA/TELCOM PLACEMENT	882-4040
p444C	SHORE/RTC PLACEMENT	882-4058
p444D	MILITARY STAFF TECHNICIAN	882-4060
p444E	SURFACE MATERIAL PLACEMENT	882-4101
p444F	AVIATION MATERIAL PLACEMENT	882-4061
p445	HEAD, ENGINEERING DUTY OFF PLCMNT BR	882-4090
p445B	ASST EDO DETAILER	882-3994
p445D	NEW ACCESSIONS EDO DETAILER	882-3085
p445F	MILPERS STAFF TECHNICIAN	882-3294
p446	AERO ENG & AVIA MAINT DUTY PLCMNT BR FAX NO.	882-2676
p446	HEAD, AERO ENG & AVIA MAINT DUTY PLCMNT BR PAX RIVER	757-8483
p446B	ASSISTANT HEAD FOR AED	882-4106
p446B1	MILPERS TECHNICIAN	882-4108
p446C	ASSISTANT HEAD FOR AMD	882-4107
p447	PROF ACQUISITION WORKFORCE MGMT BR FAX NO.	882-2676
p447	HEAD, PROF ACQUISITION WORK MGMT BR	882-3837
p448	PUBLIC AFFAIRS ASSIGN/PLACEMENT BR FAX NO.	882-2676
p448	HEAD, PUBLIC AFFAIRS ASSIGN/PLACE	882-4091
p448B	ASSIST HEAD, PUBLIC AFFAIRS	882-4025
p448A	MILPERS MGMT SPECIALIST	882-4023
p449	HD, OCEANOGRAPHY ASSIGN/PLCMNT BR	882-4109
p449B	ASSISTANT HEAD OCEANOGRAPHY	882-4110
p4410	CRYPTOLOGY ASSIGNMENT/PLACEMENT BR FAX NO.	882-2739
p4410	HEAD, SR OFF ASSIGN/PLACEMENT BR	882-4079
p4410A	MILPERS STAFF TECH/SSO	882-4080
p4410A1	ADMINISTRATIVE ASSISTANT	882-4079
p4410B	JUNIOR OFFICER ASSIGN/PLACEMENT	882-4079
p4410C	NEW ACCESSION/LDO/CWO ASSIGNMENT	882-4079
p4411	INTEL ASSIGNMENT/PLACEMENT BR FAX NO.	882-2744
p4411	HEAD, INTEL ASSIGN/PLACEMENT BR	882-3993
p4411A	ASSISTANT HEAD, LT & BELOW DET	882-3993
p4411B	INTEL PLACEMENT/ACCESSIONS	882-3993

p4411C	ATTACHE' PLACEMENT/TAR INTEL DETAILER	882-3993
p4411S	MILPERS STAFF TECHNICIAN	882-3993
p4411Y	ADMINISTRATIVE ASSISTANT	882-3993
p4412	SUPPLY ASSIGNMENT/PLACEMENT BR FAX NO.	882-2684
p4412	DIRECTOR, DETAILING DIVISION	882-4607
p4412A	LDO/CWO DETAILER	882-4609
p4412B	HEAD, SHORE DETAILER BRANCH	882-4601
p4412C	HEAD/SEA/OVERSEAS DETAILER BRANCH	882-4614
p4412E	DIRECTOR, RESERVE DIVISION	882-4619
p4412ES	MANAGEMENT ANALYST	882-4622
p4412F	LT/LTJG SEA-OVERSEAS DETAILER	882-4627
p4412G	ENS/LTJG SEA-OVERSEAS DETAILER	882-4616
p4412I	LT/LTJG SHORE DETAILER	882-4612
p4412J	SPECIAL ASSISTANT TO THE DIRECTOR	882-4608
p4412M	ADMIN OFFICER/NPC	882-4618
p4412O	DIRECTOR, SUPPLY CORPS PERSONNEL	882-4600
p4412Q	HEAD, CAREER DEVELOPMENT & TRAINING	882-4624
p4412QA	PLANNING ANALYST	882-4629
p4412QB	RATING ASSIGNMENTS OFFICER	882-4604
p4412R	SPECIAL ASSISTANT	
p4412RL	MANAGEMENT ANALYST	882-4602
p4412S1	SECRETARY	882-4611
p4412V	HEAD, SELRES COMMUNITY MANAGER BRANCH	882-4621
p4412W	HEAD, TAR COMMUNITY MANAGER BRANCH	882-4620
p4412X	HEAD, NAVSUP/DLA PLACEMENT BRANCH	882-4618
p4412XA	NPC LIAISON/ADMIN OFF/WEBMASTER	882-2936
p4412XC	MANAGEMENT ANALYST	882-4610
p4412Y	ADMINISTRATIVE/PLACEMENT ASSISTANT	882-4625
p4412YA	ASSISTANT ADMIN OFFICER	
N131S	DIRECTOR, OFFICER PLANS DIV	882-4623
p211S1	VAHD, MANPOWER PLN/RQMTS BR	882-4273
p4412T/p211S3	MANPOWER REQMENTS/PROJECTS OFFICER	882-2914
p4413	CEC ASSIGNMENT/PLACEMENT BR FAX NO.	882-2681
p4413	HEAD, CEC ASSIGNMENT/PLACEMENT BR	882-3997
p4413A	ASST/CEC ASSIGN (LCDR)	882-4030
p4413B	BILLETS/NAVFAC PLACEMENT	882-3998
p4413C	CEC ASSIGN (LTJG/ENS)	882-4033
p4413D	CEC PLANS AND INPUTS	882-4034
p4413E	CEC ASSIGN (LT/CWO)	882-4035
p4413F	ASSISTANT ACCESSIONS OFFICER	882-4036
p4413R	CEC RESERVE PROGRAM	882-4036
p4413S	CEC MANAGEMENT ANALYST	882-4031
p4413S1	MILPERS STAFFING TECHNICIAN	882-4032
p4414	CHAPLAIN ASSIGNMENT/PLACEMENT BR FAX NO.	882-2755
p4414	HEAD, CHAPLAIN ASSIGN/PLACEMENT BR	882-4092
p4414A	ASSIST HEAD, CHAPLAIN ASSIGN/PLACE	882-3995
p4414S	CHAPLAIN ORDER WRITER	882-3996
p4415	MEDICAL ASSIGNMENT/PLACEMENT BR FAX NO.	882-2680
p4415	HEAD, MEDICAL ASSIGN/PLACEMENT BR	882-4096
p4415A	ASSIST BRANCH HEAD	882-4053
p4415A1	MILPERS STAFF TECHNICIAN	882-4097
p4415A2	LEADING CHIEF PETTY OFFICER	882-4893
p4415B	HEAD, MEDICAL PLACEMENT	882-4464
p4415D	MEDICAL PLACEMENT, WEST COAST	882-4464

p4415C	HO/HSL/CRUITCOM PLACEMENT	882-4112
p4415D	OVERSEAS OPS AND USMC	882-4464
p4415E	MEDICAL STAFF CORPS TRAINING	882-4114
p4415F	MEDICAL PLACEMENT, EAST COAST	882-4114
p4415G	HEAD, DENTAL CORPS ASSIGNMENT	882-4043
p4415H	DENTAL CORPS ASSIGNMENT	882-4043
p4415H2	DC ORDER WRITER/ADMINISTRATION	882-4043
p4415I	HEAD, MSC/HCA ASSIGNMENT	882-4120
p4415IA	MSC/HCA JO ASSIGNMENT	882-4050
p4415J	HEAD, MSC/HCS ASSIGNMENT	882-3756
p4415J1	MSC/HCA OP SCI ASSIGNMENT	882-4115
p4415M2A	HCA/MS ORDERWRITER/ADMINISTRATION	882-4052
p4415J2	MSC ASSIGNMENT OFFICER	882-4051
p4415K	HEAD, NURSE CORPS ASSIGNMENT	882-4038
p4415KB1	NC ORDERWRITER/ADMINISTRATION	882-4116
p4415L	NC WEST COAST ASSIGN	882-4042
p4415M	HEAD, MC SURG SPEC ASSIGNMENT	882-4094
p4415MA	MC ADMINISTRATIVE ASSISTANT	882-4121
p4415M2	MILPERS STAFF TECHNICIAN	882-4052
p4415N	NON-SURGICAL SPEC MC ASSIGNMENT	882-4046
p4415P	GME ASSIGNMENT	882-4048
p4415R	OPS MEDICINE	882-4045
p4415S	NC EAST COAST ASSIGN	882-4041
p4415T	MEDICAL PLACEMENT, WEST COAST	882-4464
p4415U	GMO ASSIGNMENT	882-4037
p4415UA	MC ORDERWRITER/ADMINISTRATION	882-4841
p4415VA1	MC ORDERWRITER/ADMINISTRATION	882-4119
p4415V	LCDR & NC ASSIGN	882-4039
p4415B3	NC ORDERWRITER/ADMINISTRATION	882-4562
p4416	HEAD, JAG CORPS ASSIGN/PLACEMENT BR	882-4081
p4416A	JAG ADMINISTRATIVE ASSISTANT	882-4938
p4416B	JAG LCDR ASSIGNMENT/PLCMNT	882-4082
p4416C	JAG LT/LTJG/LDO ASSIGNMENT	882-4083
p4416E	JAG ACCESSIONS/RECRUITING	882-4084
p4416G	JAG ADMINISTRATIVE ASSISTANT	882-4086
p4416I	JAG ACCESSIONS/RECRUITING ASSISTANT	882-4087
p4417	TAR OFFICER DISTRIBUTION BRANCH FAX NO.	882-2755
p4417	HEAD, TAR OFFICER DISTRIBUTION BR	882-4102
p4417B	SURFACE TAR DISTRIBUTION	882-4103
p4417C	AVIATION TAR PLACEMENT	882-4146
p4417D	SURFACE TAR PLACEMENT	882-4158
p4417F	ADMIN SUPERVISOR	882-4063
p4417G	AMD ASST HEAD	882-4076
p4417H	ADMINISTRATIVE ASSISTANT	882-4064
p4417I	FSO TAR DIST/OCM/TAR OFF RECRUITER	882-4117
p4417J	ADMINISTRATIVE ASSISTANT	882-4062
p4419	FLEET SUPPORT ASSIGNMENT BRANCH FAX NO.	882-2676
p4419	HEAD, FLEET SUPPORT ASSIGNMENT BR	882-4054
p4420	HEAD, INFORMATION PROFESSIONAL ASSIGN BR	882-3512
p4420A	ASSISTANT, INFORMATION PROFESSIONAL ASSIGN	
p4420S	ADMIN ASSISTANT	882-3512
p4421	Head, Human Resources Assignment BR	882-4054
p4421A	Junior Human Resources Detailer	882-4054
p4421B	Human Resources Assistant	882-4054



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